



2016

The Professional, Spring 2016

Henry Latimer Center for Professionalism

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The PROFESSIONAL

A PUBLICATION OF THE
HENRY LATIMER CENTER FOR PROFESSIONALISM

Volume XIII, No. 1

www.floridabar.org/professionalism

Spring 2016

UPCOMING EVENTS:

May 11, 2016

What is Your PQ?
Betty Beasley Center
Florida Department of Health
Tallahassee, FL

May 13, 2016

Practicing with Professionalism
University Center Club
Tallahassee, FL

May 17, 2016

Professionalism & Civility:
Stepping Stones on the Path to Success
Orange County Bar Association
Headquarters
Orlando, FL

May 25, 2016

Practicing with Professionalism
Bay Point Golf Resort & Spa
Florida Lawyers Assistance, Inc.
Panama City Beach, FL

June 14, 2016

Professional Principles for Building
A Powerful, Ethical Practice
Bank of America Financial Center
Pompano Beach, FL

June 16, 2016

Standing Committee on
Professionalism Meeting
Hilton Orlando Bonnet Creek
Orlando, FL

June 16, 2016

Supreme Court Commission on
Professionalism Meeting
Hilton Orlando Bonnet Creek
Orlando, FL

July 15-16 2016

Voluntary Bar Association
Leadership Conference
Ritz Carlton Golf Resort
Naples, FL

HENRY LATIMER CENTER FOR PROFESSIONALISM

DIRECTOR:

Jacina Haston

ASSISTANT DIRECTOR:

Sarah Bolinder

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Justice R. Fred Lewis

THE FLORIDA BAR STANDING COMMITTEE ON PROFESSIONALISM

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Judge Frances Perrone
Timothy Chinaris

BOARD LIAISON:

Leslie Lott

DIRECTOR'S REPORT



TAKING THE MASK OFF: FINDING YOUR AUTHENTIC SELF

By Jacina Haston, Director of the Henry Latimer Center for Professionalism

Growth for many of us is not a matter of adding to who we are, but can actually come from stripping away our behaviors and preconceived notions of who we should be. From birth, many of us begin to add layers to our personality that are not true to our authentic core. These layers are created to please others, to keep from being criticized, or to quiet the voice in our heads that repeats over time "You are not good enough; you will fail." Eventually, our inability to identify and live in line with our authentic selves

can create stress, unhappiness, depression, and unprofessional behavior. However, finding and nurturing your true self has immeasurable benefits in the workplace. Let's explore some of the benefits:

- 1. Decision Making is Easy:** If you can remain true to yourself and identify the goals that are important to you, nothing will be able to keep you from achieving them. You can time manage in a way that focuses on

See "Director's Report," next page

Director's Report

from page 1

what is important and stop wasting time on meetings, projects, arguments, etc. that are not in line with those goals.

2. You Can Handle Incivility with Ease:

Once you are comfortable in your own skin, you can begin to trust your own instincts and hone your ability to identify and manage trouble before it hits. Being comfortable in conflict can be a breeze after you take time to establish who you are and what your values might be.

3. Others Will Trust and Respect You:

When you know yourself well and accept your limits, you will say yes when you can and no when you cannot. Overtime, others will develop a respect for your decisions and your controlled existence and will come to trust in you and your professional identity.

So now that we know the benefits of finding our authentic self, how do we find it after all this time of living outside of our comfort zone? We have to ask ourselves some tough questions. This Newsletter is devoted to that journey. The articles and submissions will explore developing your professional identity at work and within the community. But for now, here are some great questions you can ask yourself to start discovering the true you.

What Makes You Laugh? Think about the things that put a smile on your face. It can be different for everyone. Laughter is a powerful tool that can change your mood as well as the mood of those around you; it is contagious. Foster and harness the power of laughter in your everyday life.

What Are Your Top Three Values? Many of us live our daily lives without a true goal or focus beyond getting through the day and laying our head on the pillow at night. Take some time to write down the top three things you value in your life. Begin to ask yourself if your life is glorifying those

values or detracting from them. It is never too late to make a change when change is necessary to your wellbeing.

Who Can You Be Yourself Around? There are few people that are comfortable in their own skin around everyone. For many of us, there are a select few people we can let our guard down and be our authentic self without fear. Try to name at least three people in your life that allow you to be you. Foster those relationships and spend time with those people. When we are with people who love us unconditionally, we are able to explore and express our authentic selves more easily in our everyday life.

As you explore this edition of *The Professional*, I challenge you to start identifying the outline of your true self. There is a famous quote by Oscar Wilde that states, "Be yourself, everyone else is already taken." We are all made to be unique and not to be watered down, unauthentic, or masked. I wish you well on the journey of unveiling the true you, and I encourage you to be your own kind of wonderful. Nothing is more liberating than being you, so remove the mask.



The Henry Latimer Library Guide

Explore professionalism videos and articles by clicking on these subjects:

[Leadership](#)

[Mindfulness](#)

[Civility](#)

[Technology](#)

[Work Life Balance](#)

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MORE INFORMATION

The Center now offers a CLE
focused on exploring
professionalism skills and
evaluating participants'
professionalism quotients through
dynamic behavioral assessments.

WHAT IS YOUR PQ?

2015–16 ANNUAL REPORT FOR THE STANDING COMMITTEE ON PROFESSIONALISM

By Caroline Johnson Levine, Standing Committee on Professionalism Chair

The mission of the Standing Committee on Professionalism is to assist the Florida Supreme Court Commission on Professionalism, The Florida Bar, and The Florida Bar's Henry Latimer Center for Professionalism in implementing programs, events, and activities to promote professionalism throughout the state. This year the Committee was divided into several working groups who took on specific tasks.

Winter CLE Working Group: This year's Winter CLE Working Group focused on offering a professionalism program dedicated to the importance of mindfulness in our profession. Chaired by Timothy Chinaris, the Working Group offered a 3-member panel discussion totaling two hours which educated the audience on the importance of practicing mindfulness to sharpen conflict resolution skills and to navigate life's difficulties. Timothy Chinaris spent time in the opening of the discussion to highlight examples of attorneys who ran afoul of the disciplinary system and who could have benefited from mindfulness practice. In addition, Fairlie Brinkley, a Director and Treasurer for Florida Lawyers Assistance, Inc. spoke on the neuroscience of the brain and the benefits of mindfulness. Last, Professor Scott Rogers, a pioneer in exposing attorneys to mindfulness, educated the audience on the science behind mindfulness, its benefits, and how to practice mindfulness on a daily basis. This program was taped and is now available for purchase on The Florida Bar's CLE page.

Education and Resources Working Group: This Working Group, with Renee Brant as Chair, has been hard at work supplying the Center with numerous articles and per-



sonal submissions for use in this newsletter and on the newly published Henry Latimer Professionalism Library Guide. This year, *The Professional*, added a "Tips from the Pros" section and members of this Working Group provided short professionalism tips for practicing attorneys.

Awards Working Group: Under the leadership of Working Group Chair Henry Lee Paul, this Group oversaw the entire process leading up to the selection of all three major professionalism award recipients, including the William M. Hoeveler Judicial Award, the Law Faculty/Administrator Award, and the Group Professionalism Award. In addition, the Working Group developed a strategy to promote and educate members of the Bar about the awards and deadlines, considered nominations, and made a recommendation to the full Standing Committee regarding selected awardees.

Circuit Professionalism Working Group: Chaired by Judge Frances Perrone, this Working Group was responsible for the important work of collecting and compiling the

Circuit Professionalism Reports from each of Florida's twenty judicial circuits which were then provided to Justice R. Fred Lewis, the Chair of the Supreme Court Commission on Professionalism. The Group reviewed the reports from last year and considered changes and additions to the forms. Group members were assigned to circuits and ensured that these reports were collected and then summarized for use by the Center. The information from these reports is invaluable to the Bench and the Bar in measuring the effectiveness of professionalism programs and efforts around the state.

Young Lawyers Working Group: Chaired by Alvin Benton this Working Group promoted "Balancing Law and Life" and "The Winning Edge" seminars at all the law schools in the state. The Group actively engaged in several conference calls focused on planning the programs and many group members personally volunteered their time to be a part of the panel presentations. In addition, the Group aided in the promotion of the "Law Student Professionalism YouTube Contest." This Contest promotes the Professionalism Expectations through role-playing videos to be used in training by the Center. In addition to promoting the contest, the Group narrowed the 2015-16 YouTube Contest submissions down and recommended one winner to the full Committee for approval.

I would like to personally express my gratitude to all members and the Center for their hard work. Professionalism is, and continues to be, a major concern in Florida and it is due to individuals like you that we are able to make great strides in protecting the profession.



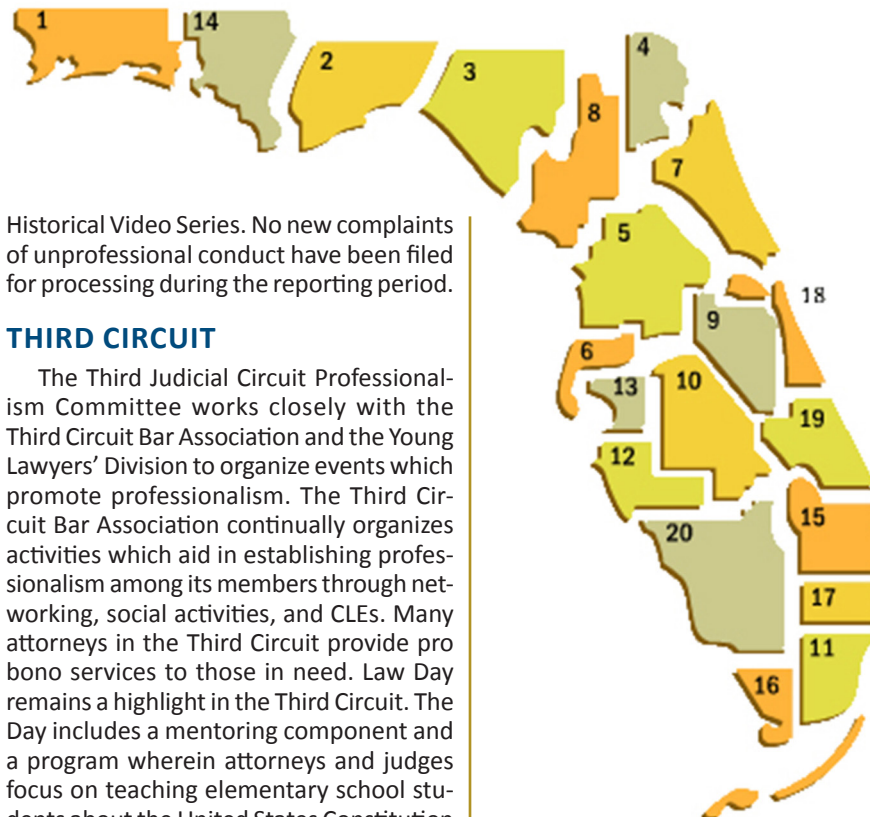
2015–2016 CIRCUIT PROFESSIONALISM REPORT SUMMARIES

FIRST CIRCUIT

The First Judicial Circuit Bench and Bar Professionalism Committee has met five times during this reporting period. In July and August, the Committee reflected on and refined its complaint process. The Committee is considering adopting a “Non-Disclosure Agreement” for use in the investigation process. In August, the Committee published an article reviewing the first year’s operation of the LPPs. A series of “Socials & Lunches” continues to bring members of the Bar and Bench together for discussion of professionalism issues in informal settings. Further, the Committee held its semi-annual CLE cruise February 11-15, 2016, sailing out of New Orleans. The Committee recently endorsed a proposed “Joint Lawyer Civility Resolution of Northwest Florida Voluntary Bar Associations and Inns of Court” and is promoting adding language referencing the Professionalism Expectations in uniform case management orders. In the coming year, the Committee will re-energize its “Random Acts of Professionalism” Award.

SECOND CIRCUIT

The Second Judicial Circuit Professionalism Panel conducted a Professionalism Summit on September 25, 2015. The CLE program, titled “Making the Practice Better,” was held at the Florida Supreme Court, and hosted jointly by the Tallahassee Bar Association Young Lawyers Division. Attendance was good and the event was well received. The Panel has revamped its brown bag lunches, known as the “Power Lunch Series,” which will become a more structured event taking place in various venues throughout the Circuit, including the Capitol, local law firms, the First District Court of Appeal, and the Florida Supreme Court, in addition to the County Courthouse where the event was initiated. Informal discussions between judges, bar members, and professionalism panel members will be supplemented with videos from the Center for Professionalism’s



Historical Video Series. No new complaints of unprofessional conduct have been filed for processing during the reporting period.

THIRD CIRCUIT

The Third Judicial Circuit Professionalism Committee works closely with the Third Circuit Bar Association and the Young Lawyers’ Division to organize events which promote professionalism. The Third Circuit Bar Association continually organizes activities which aid in establishing professionalism among its members through networking, social activities, and CLEs. Many attorneys in the Third Circuit provide pro bono services to those in need. Law Day remains a highlight in the Third Circuit. The Day includes a mentoring component and a program wherein attorneys and judges focus on teaching elementary school students about the United States Constitution and the Judicial System.

FOURTH CIRCUIT

The Fourth Judicial Circuit is home to the Jacksonville Bar Association Bench and Bar Professionalism Committee. The Committee hosted the Bi-Annual Professionalism Symposium on May 6, 2015 at The Players Championship on a practice round day. The event included extensive professionalism training and the presentation of the JBA Annual Professionalism Award to Rutledge “Rut” Liles for his unwavering demonstration of the ideals of professionalism. The Fourth Circuit hosted over a dozen professionalism programs last year, occurring once or more each month. These events provide educational opportunities for members of the Bar, Bench, and support staff. The JBA Judicial Relations Committee and JBA Bench and Bar Professionalism Committee meet regularly throughout the year to discuss and promote professionalism efforts in the Fourth Judicial Circuit.

FIFTH CIRCUIT

The Fifth Circuit Professionalism Committee, chaired by S. Sue Robbins, Circuit Judge, sponsored the 2016 Fifth Circuit Professionalism Conference “Great Expectations – Professionalism Expectations for Florida Lawyers.” This was an all-day conference at the Hilton Hotel in Ocala, Florida on April 15, 2016. The keynote speaker was Chief Justice Jorge LaBarga. Other speakers



Gordon Glover, President of the YLD, presenting at the Fifth Circuit’s “Great Expectations – Professionalism Expectations for Florida Lawyers” seminar.

continued...

Report Summaries

from previous page

included Michael Cohen, Executive Director of Florida Lawyer's Assistance, Inc., Jacina Haston, Director of the Henry Latimer Center, and other notable professionals. The program had workshops on LGBTQ issues, legal practice, judicial ethics, technology, substance abuse, aging, mindfulness, and wellness in the practice of law. The Committee has also developed and launched two mentoring programs. One is a traditional mentoring program in which a more experienced lawyer helps one with less experience. The second is a more non-traditional reverse mentoring program, in which a technologically literate lawyer with perhaps less legal experience is paired with a lawyer who likely has more legal experience but less technological knowledge.

SIXTH CIRCUIT

Four professionalism programs were presented by the St. Petersburg Bar Foundation, the St. Petersburg Bar Association, the Clearwater Bar Association, and the West Pasco Bar Association to support the advancement of professionalism on behalf of the Sixth Judicial Circuit Professionalism Committee. In addition, a Professionalism Symposium was presented by the Clearwater Bar Association during this past year. Professionalism information is available on the Sixth Judicial Circuit website, the local bar association websites, and is disseminated through the programs of the local bar associations. The St. Petersburg Bar Association maintains a Mentoring Program which allows new lawyers to interact with experienced lawyers with the goal of becoming successful in today's society. "Professionalism Expectations and Professionalism Implementation Procedures of the Sixth Judicial Circuit" promulgated by the Chief Judge in September, 2015, provides the framework for handling professionalism complaints.

SEVENTH CIRCUIT

The Seventh Circuit Professionalism Committee, chaired by Judge Sandy Upchurch, hosted its biennial half-day Professionalism Symposium with the Volusia County Bar Association on May 1, 2015. The keynote speaker was Justice Charley Wells who spoke on "What Professionalism Means" to an assemblage of 75 lawyers. Following the presentation, two-hour

breakout sessions were organized where the groups discussed how professionalism is perceived in the specific areas of civil, criminal, family, and appellate practice. These were interactive roundtable discussions with judges and lawyers participating, followed with a question and answer period which included all participants.

EIGHTH CIRCUIT

The Eighth Judicial Circuit has employed a holistic approach to maintaining professionalism which includes skills training, relationship building, and mentorship. The State Attorney's Office and the Office of the Public Defender for the Eighth Circuit held a joint training session aimed at facilitating understanding between the two offices, improving the skill set of the attorneys, and improving civility. Additionally, the various local bar associations work diligently to foster collegial relationships among the attorneys, which in turn encourages professionalism within the system. The Eighth Judicial Circuit also maintains a Local Professionalism Panel that has successfully resolved three to four professionalism complaints per year.

NINTH CIRCUIT

The Ninth Judicial Circuit has worked diligently to maintain professionalism in the Circuit. The Panel has conducted lunch sessions attended by all of the members of the Committee. They have focused on educating the panel members on their role, the procedure, and the administration of complaints received. The Committee has received sixteen professionalism referrals during the past year and has four currently pending. The Professionalism Committee program is viewed as a "pre-grievance" intervention and is very much appreciated by the circuit members. The Professionalism Committee notes that several referrals have come from sitting judges who have become frustrated with the lack of professionalism. This is seen as a positive contribution because it shows that the judiciary is working hard to ensure professionalism in the courtroom.

TENTH CIRCUIT

Among the Tenth Circuit Local Professionalism Panel Committee's (LPPC) responsibilities, is the charge of reviewing complaints. The LPPC meets on alternate months jointly with the Bench/Bar Committee. The LPPC, through programs with

the Chief Judge of the Tenth Circuit and the Inns of Court, integrates professionalism components into seminars and award programs with guest speakers, such as Florida Supreme Court Justice Peggy Quince. The LPPC supports mentoring events, and provides (1) an annual Professionalism Award to a local deserving Bar member and (2) a Justice Achievement Award to a non-bar member who has a significant impact on the improvement of justice in the Circuit. Additionally, the Panel provides valuable information to the Bar through mass emails.

ELEVENTH CIRCUIT



The Eleventh Circuit's Civility Summit held on October 1, 2015

The Eleventh Circuit Committee on Professionalism meets four times a year through its Subcommittees. These Subcommittees are comprised of local professionalism panels, new attorney breakfasts, and also a specific Committee to put together a professionalism summit. The Committee right now will be implementing a circuit professionalism award for excellence in professionalism. This award will be given to those who commit their time to serving on the local professionalism panels. On October 1, 2015, the Eleventh Circuit had a Civility Summit which took place at Miami Dade College Wolfson Campus. This Summit included Judges, bar leaders, and law school administrators discussing the journey of raising the bar in the legal community as it pertains to practicing with civility and professionalism. Overall, Miami-Dade County has been very active, with the voluntary bars promoting professionalism and civility among its members.

TWELFTH CIRCUIT

The Twelfth Circuit Local Professionalism Panel Committee (LPPC) is comprised of judicial officers and attorneys in the Circuit. The LPPC is responsible for reviewing complaints (12 complaints were filed in

continued...

Report Summaries

from previous page

2015). Although the LPPC does not meet regularly, complaints are screened by a Chair, and reviewed by a 3-person panel, if further investigation is necessary. The LPPC participated, through its Chair, at state-wide professionalism meetings such as the Local Professionalism Panel meeting, the Florida Supreme Court Commission on Professionalism, and the Florida All-Circuit Local Professionalism Panel Teleconference, discussing, among other topics, the confidentiality of the LPPC meetings. Additionally, the LPPC, through various local bar associations, integrates professionalism components into meetings, luncheons, and seminars. These bar associations have granted various awards to recipients with a professional component and have participated in various programs with community outreach or civic components.

THIRTEENTH CIRCUIT

The Thirteenth Judicial Circuit Professionalism Committee's Local Professionalism Panel ("LPP"), operating through its guidelines titled "10 Steps To Handling A Complaint Submitted to the LPP," has resolved four cases this past year. The Committee further promotes professionalism through five subcommittees: (1) the CLE and Events Subcommittee, (2) the Promotions Subcommittee, (3) the Local Professionalism Panel, (4) the 2016 Professionalism Award Subcommittee, and (5) the Medical-Legal Subcommittee. The Committee conducted twelve professionalism programs in 2015 and members of the Committee authored and published a variety of articles on professionalism in various publications. The Committee continues to present its annual Thirteenth Judicial Circuit Professionalism Award during the Hillsborough County Bar Association's Annual Bench Bar Conference Membership Luncheon held in October of each year. The Committee remains active in several mentoring programs in the Thirteenth Judicial Circuit.

FOURTEENTH CIRCUIT

The Fourteenth Judicial Circuit has two subcommittees focused on professionalism. The Bench/Bar Subcommittee, chaired by attorney Ross McCloy, seeks to "enhance communication, constructing

problem solving, respect, and courtesy between judges and lawyers." The Professionalism Subcommittee, chaired by Chief Judge Elijah Smiley, seeks to "address issues of professionalism in order to improve the administration of justice and to issue reports on the status of professionalism in the circuit." The Committees met regularly throughout last year. A document entitled "Professionalism in the 14th Circuit" was distributed to all lawyers in the Circuit. The booklet contained the documents that set forward the standards of behavior. The local Inns of Court sponsor programs aimed at enhancing ethics and professionalism throughout the local Bar. The Committees anticipate initiating the Fourteenth Judicial Circuit Professionalism Award in the future.

FIFTEENTH CIRCUIT

The Palm Beach County Bar Professionalism Committee is divided into four subcommittees: (1) New Attorneys, (2) Professionalism Panel Outreach, (3) Professionalism Enhancement, and (4) Mentoring. Ninety-eight new attorneys, together with judges and volunteers, attended the New Attorneys Subcommittee which recently held its "4th Annual New Attorney Breakfast" on October 30, 2015. This Subcommittee held three CLE seminars. The Professionalism Panel Outreach Subcommittee has been publicizing its existence and purpose to the Young Lawyers' Section to alert young lawyers to a process in place if they believe they had been treated unprofessionally by a long standing attorney. The Professional Enhancement Subcommittee completely revised its professionalism CLE which reflects the newly adopted Professional Expectations and will be preparing an additional CLE this coming year. The Mentoring Subcommittee has prepared a master list of mentors and their area of practice to better match mentees with potential mentors.

SIXTEENTH CIRCUIT

The Sixteenth Judicial Circuit Professionalism Committee was established in December of 2014. Members were appointed in January 2015. Judge William Ptomey, Jr., Chair of the Committee, presented to the Monroe County Bar Association regarding the Local Professionalism Panel. County Judge Ruth Becker hosted a luncheon to address procedural and ethical e-filing issues. The Local Professionalism Panel schedules quarterly meetings to discuss pending matters and further

initiatives to heighten awareness about the Panel. Efforts are underway to work additional professionalism initiatives into future local bar meetings.

SEVENTEENTH CIRCUIT

The Seventeenth Judicial Circuit is home to the Broward County Bar Association Professionalism Committee. The Committee met multiple times last year to work towards enhancing professionalism in their circuit. The Committee is planning a CLE seminar scheduled for May 3, 2016 with a panel and discussion of professionalism issues of concern and an education program on the procedural and substantive issues of the Seventeenth Circuit's Professionalism Panel. The Committee sponsors a speakers program which speaks about issues of professionalism to local law schools and other groups. The Committee supports the Broward County Bar Association Mentoring Program by encouraging members to participate as mentors. In 2015,



Kelly D. Hancock received the Seventeenth Circuit's Lynn Futch Professionalism Award.

attorney Kelly D. Hancock received the Lynn Futch Professionalism Award and attorney Sarahnell Murphy received the Joseph J. Carter Professional Award. These awards recognize lawyers with over and under 20 years of practice, respectively, who exhibit the highest degree of professionalism, respect for the law and integrity of the legal system, and who have enhanced the image of the legal profession.

EIGHTEENTH CIRCUIT

The Eighteenth Judicial Circuit covers Brevard and Seminole counties. Many of the professionalism-related events were hosted by the voluntary bar associations within the two counties. The Brevard County Bar Association held its annual Professionalism Awards ceremony honoring a young lawyer, a government lawyer, a private lawyer, and a non-lawyer. The Association further awarded a lifetime achievement winner. The Brevard County Bar also held a CLE seminar in which former Florida Bar President Mayanne Downs spoke on judicial ethics and celebrity lawyer Mark Geragos presented on handling

continued...

Report Summaries

from previous page

the media in high-profile cases. The Seminole County Bar hosted its annual Law Day banquet that honored a lawyer with its Whigham-Gray Award for Outstanding Professionalism. The Seminole County Bar also hosted an event with Fifth DCA Judge James A. Edwards, where he presented on the importance of maintaining your reputation, professionalism, and doing quality legal work. The Seminole County Family Law Advisory Group hosted a program at which Judges Chase and Rudisill provided direction to members of the Bar regarding professionalism, submitting materials for hearings, providing accurate assessments of time needed for hearings and trials, and the correct manner to file objections to the findings of General Magistrates. Finally, the Volie Williams Inn of Court held a series of meetings, including one in which its ethics chair, Michael Sasso, presented on ethical issues and professionalism.

NINETEENTH CIRCUIT

The Nineteenth Judicial Circuit Professionalism Committee has six separate professionalism projects in which it is directly or jointly involved. It awarded its First Annual Professionalism Award to George W. Bush, Jr. in September of 2015. It has included professionalism programs in its Bench/Bar Conference and Joint Professionalism and Judicial Relations Annual CLE meeting. The Nineteenth Judicial Circuit has an ongoing and active Professionalism Panel to address professionalism complaints within the Circuit. A copy of the Standards of Professionalism hangs in each courtroom within the circuit, and those standards are strongly supported by the Judiciary.

TWENTIETH CIRCUIT

The Twentieth Judicial Circuit has an active Local Professionalism Panel with thirteen complaints filed in 2015. Of the thirteen complaints, eight were disposed of through consultations or other action and one was referred to The Florida Bar ACAP program for further action. Four

major county bar associations exist in the Twentieth Judicial Circuit as follows: (1) the Lee County Bar Association, (2) the Collier County Bar Association, (3) the Charlotte County Bar Association, and (4) the Hendry/Glades Counties Bar Association. Each of these voluntary bar associations hosted a variety of events and CLE programs directed towards ethics and professionalism. Some highlights of these events included: (1) the Lee County Bar held a professionalism and ethics CLE presented by the Florida Bar Foundation attorney Bruce Blackwell; (2) the Collier County Bar's Young Lawyer Section hosted its Annual Ethics Seminar where Florida Supreme Court Justice Charles Canady presented on lawyer discipline; and (3) the Charlotte County Bar's Young Lawyer Section held a luncheon with the Local Professionalism Panelists as the lunch speakers. The Twentieth Judicial Circuit also participated in the Annual Professionalism Seminar for the Office of Criminal Conflict and Civil Regional Counsel that was held at the Second District Court of Appeal.

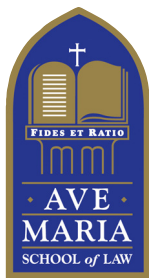


The Henry Latimer Center for Professionalism is now accepting submissions for the upcoming edition of *The Professional*. If you or any legal organization you are a member of would like to submit an article for consideration, please email your submissions to sbolinder@flabar.org with "Article Submission" in the subject line. The articles should pertain to issues of professionalism and be inspirational and/or motivational in content. Please use Microsoft Word and limit submissions to no more than 800 words (12 point font, double spaced).

2015–2016 LAW SCHOOL REPORTS ON PROFESSIONALISM

The Standing Committee on Professionalism and the Henry Latimer Center for Professionalism desire to see professionalism and civility fostered and encouraged in the next generation of Florida attorneys. To further this cause, in 2012, the Center and SCOP reinstated the collection of Annual Law School Reports to serve as an exchange of ideas and programs within academia. This report seeks to gather information regarding professionalism efforts that are taking place within Florida law schools. As the profession continues to grow, it is imperative that law schools remain dedicated to developing their students' professional identity in a manner that will ensure students practice with professionalism and civility upon graduation.

AVE MARIA SCHOOL OF LAW



Ave Maria School of Law continues to build upon the values of professionalism through presentations by the Dean of Academic Affairs, the Dean of Student Affairs, and representatives from The Florida Bar at orientation. The course "Professional Responsibility" is a graduation requirement for all students and introduces law students to the Model Rules of Professional Responsibility as well as considers the basis and purpose for those rules. Ave Maria awards one student each year with the Mary Queen of Lawyers Award. Professionalism is an important factor in considering which student will be presented with the award.

BARRY UNIVERSITY DWAYNE O. ANDREAS SCHOOL OF LAW



Barry University School of Law seeks to help students understand that professionalism is an integral part of the legal profession in several ways. Barry has imposed a professionalism graduation requirement which states that students must participate in a

minimum of six hours of professionalism enhancement programming. Further, each student is required to attend a minimum of one professionalism program each year. This innovative profes-

sionalism enhancement programming was honored with SCOP's annual Group Professionalism Award at the 2015 Annual Bar Convention's Judicial Luncheon. In addition to its professionalism enhancement programming, Barry strongly encourages law school student organizations to host and coordinate professionalism programs using the skills modules developed for that purpose. To ensure law students are receiving the tools they need, Barry pairs every student with a faculty member to become a mentor. In addition, Barry's Career Service Office collaborates with voluntary bar associations to provide law students with networking and mentoring opportunities.

FLORIDA COASTAL SCHOOL OF LAW



Florida Coastal School of Law continues to promote and instruct its law students on the importance of professionalism in the legal profession. The School offers shadowing and pro bono opportunities to encourage student involvement from the onset of law school. During orientation, students are provided with multiple sessions of professionalism training including Professionalism I (Professionalism in the Real World), Professionalism II (Professionalism and Plagiarism), and Professionalism III (Professionalism in Law School). Ericka Curran, the Director



Dean Leticia Diaz accepting the Group Professionalism Award on behalf of Barry University Dwayne O. Andreas School of Law from Michael Schneider, past Chair of SCOP, and Gregory Coleman, past president of The Florida Bar.

of Experiential Learning at Florida Coastal, oversees practitioner clinics that invite adjunct faculty in private practice to teach one or two-hour credit clinics on a rotating basis. All of these faculty members incorporate professionalism and ethics into their live client work with students and their case meetings with students. In addition, Florida Coastal provides training on appropriate courtroom attire for students participating in clinics and externships. In Fall 2015, Coastal also hosted various leaders of The Florida Bar including Ramón Abadin, President of The Florida Bar, William Schifino, President-elect, and Katherine Hurst Miller, Young Lawyers Division President-elect. Each year, the school awards the Phyllis Stansell Ethics and Professionalism Award to one 3L student who has exemplified the ideals of professional and ethical behavior while attending the College.

FLORIDA INTERNATIONAL UNIVERSITY COLLEGE OF LAW



Florida International University College of Law continues to make strides in promoting professionalism to its law students. At orientation, the College of Law invites a speaker and panel to address professionalism issues, and requires law students to sign the Professionalism Oath and First Year Pledge. Michelle Mason, Senior Associate Dean, teaches the Professionalism, Ethics, and the Legal Profession course which is designed to enhance the understanding of the legal profession and professionalism standards. Florida International College of Law hosts mindfulness sessions as well as publishes a weekly Mindfulness in Life and Law Newsletter. In addition, approximately 40 student groups hosted programs focused on professionalism and professional identity over the course of the academic year. The College of Law recently established the Center for Professionalism and Ethics. The Center's purpose is to provide students with practical skills and professionalism training.

continued...

Law School Reports

from previous page

FLORIDA STATE UNIVERSITY COLLEGE OF LAW



FLORIDA STATE UNIVERSITY
COLLEGE OF LAW

Florida State University College of Law ensures professionalism is an integral part of its law students' legal education. Each August, first year law students are required to attend a two-day orientation. Florida State introduced a new session to the orientation entitled "A Toolkit for Your Professional Life in the Law," which had a panel of alumni and current law students. Regarding its curriculum, Florida State College of Law has a popular course entitled Supreme Court Role-Play where Professor Nat Stern instructs law students, through simulation exercises, how judges and lawyers should interact with one another professionally. The College of Law also hosted multiple events throughout the year. One event in particular was Delaware Governor Jack Markell discussing professionalism and



Florida State University College of Law students meeting with Delaware Governor Jack Markell to discuss professionalism and civility in leadership.

civility in leadership with a group of law student leaders. In addition, there are over 30 active student organizations at the College of Law where law students are able to interact with alumni at networking events, panel discussions, and other speaking engagements.

NOVA SOUTHEASTERN SHEPARD BROAD COLLEGE OF LAW



Nova Southeastern University Shepard Broad College of Law faculty and staff begin incorporating

professionalism from day one of new student orientation. The first day of orientation is named "Professionalism Day" and students are required to take The Florida Bar's Oath of Admission and attend a professionalism workshop and programming on professionalism. Influential members of the local legal community are invited to speak to students on the importance of professionalism. The College of Law offers various workshops, clinics, and courses to accommodate students who are interested in developing their skills in litigation, transactional, or regulatory settings. In addition, Nova organizes seminars titled, "Law Center Plus," which are designed to promote professionalism by educating students, alumni, and other members of the legal community on substantive legal issues. Nova further invited several first-year students to participate in an organized research and writing event which took place at the Broward County Courthouse and focused on participating in a judicial panel discussion regarding professionalism in adversarial writing.

ST. THOMAS UNIVERSITY SCHOOL OF LAW



St. Thomas University School of Law continues to include a professionalism component in its fall orientation for new law students. At the Law School, virtually every course touch-

es on professionalism components relative to that substantive area and the faculty have adopted a policy of integrating professionalism across-the-board. Regarding professionalism events, St. Thomas School of Law has a "Professionalism Day" during the fall semester to acquaint students with the expectations of the profession and also sponsors the Peter T. Fay Inns of Court in Miami-Dade County, which includes instilling and teaching professionalism among its objectives. In addition, law students and faculty participate with members of the Steven R. Booher Inns of Court in Broward County, Florida, so that the students may be able to work with professionals on exercises involving many different aspects of professionalism. The Law School has certification programs in Elder Law, Environmental Sustainability, Intercultural Human Rights, and Tax Law, all of which have professionalism requirements.

STETSON UNIVERSITY COLLEGE OF LAW



Stetson College of Law offers several unique professionalism-based programs to students. For example, in recognition of the fact that cultural competence

is an essential part of professionalism, Stetson University College of Law's orientation for first-year students includes a lecture on the significance of implicit bias in the practice of law. Further, the School provides a Myers Briggs Type Indicator personality workshop to all students which features MBTI certified instructors helping students use their personality indicator as a tool for academic success. Every Monday, in partnership with Academic Success, students are offered guided mindfulness meditations designed to highlight stress relief and positive coping skills. The College additionally offers a professionalism based



Stetson University College of Law's Evening of Etiquette held on November 2, 2015.

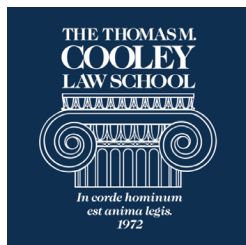
CLE program focused on the proper use of metadata, social media, and technology. One of the College's most successful events is an Evening of Etiquette which is co-sponsored by the Young Lawyers Division of the Bar and is designed to provide students with networking and etiquette skills. The College further focuses on leadership skills training by offering a comprehensive leadership development program to 100-150 students who are provided ten hours of leadership training and a leadership certificate. In this workshop, students learn about problem solving, team building, community relations, communication, and management and community service.

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Law School Reports

from previous page

THE THOMAS M. COOLEY LAW SCHOOL



The Western Michigan University Thomas M. Cooley Law School continues to promote professionalism through its orientation program, the Professionalism in Action Program, which brings students, local attorneys, and judges together to discuss the role and importance of professionalism and ethics in the study and practice of law. Cooley Law School also has a written definition of professionalism that highlights principles such as being accountable and professional, serving the community, focusing on students, and promoting an ethical school community. Throughout the year, Cooley Law School holds professionalism seminars including "Integrity in Our Communities Speaker Series" and "The Winning Edge" Program. Additional resources and programs to promote professionalism include the Ethics and Professionalism Library, the Leadership in the Law program, and Mock Interview Days.

UNIVERSITY OF FLORIDA LEVIN COLLEGE OF LAW



The University of Florida Levin College of Law requires first-year law students to take "Introduction to Lawyering and the Legal Profession," which introduces the

importance of the role that lawyers have in serving clients and society. This course focuses on the evolving nature of legal services, various types of law practices, the demographics of the legal profession, and the challenges lawyers may face in finding personal satisfaction in their careers. The College of Law hosts a Professionalism Week, organized in a collective effort by student organizations and the law school administration, which invites members of the legal community to come in and share advice with students regarding the professional expectations of the legal profession. In addition, the College of Law NaviGators Program is an organized event at the federal courthouse in Miami that allows current and incoming law students to meet with alumni to get advice on preparing to enter the legal profession. Last, the College of Law promotes professionalism through an array of seminars and workshops, including the Law and Justice Conference, Spring Boot Camp, and the Second Annual Joe Milton "Civility Matters" Luncheon.

UNIVERSITY OF MIAMI SCHOOL OF LAW

UNIVERSITY OF MIAMI
SCHOOL of LAW



The University of Miami School of Law ensures that law students' professional life begins on this first day of law school. The Law School implemented a new format during orientation entitled, "Partnership for Professionalism" which allows students to sit with local judges and attorneys and discuss civility, ethics, and professionalism. Clinics are provided so that students may receive hands-on experience involving professionalism issues. Along with the Professional Responsibility course, law students may take Mindfulness & Leadership



Professor Scott Rogers of the University of Miami School of Law accepting the Faculty/Administrator Professionalism award at the 2015 Judicial Luncheon.

and/or Mindfulness in Law: Cultivating Tools for Effective Practice which instruct students on the importance of professionalism and mindfulness in the practice of law. In fact, the program has been so well received that its creator, Professor Scott Rogers, was awarded the 2015 Faculty/Administrator Professionalism Award at The Florida Bar's 2015 Annual Judicial Reception. University of Miami School of Law continues to develop law students through the award-winning Professional Responsibility & Ethics Program by allowing them to explore issues involving the use of outsourcing, social media, and e-discovery and technology. Regarding mentoring, the Miami School of Law has established programs with various local bar associations including the Cuban American Bar Association Mentor Program, the John W. Kozyak Minority Mentoring Program, and the Young Lawyers Division of the Florida Association of Women Lawyers.

DEVELOPING A MENTORING PROGRAM?

The Henry Latimer Center for Professionalism has created a Mentoring Toolbox containing all the essentials to make your mentoring program a success. This Toolbox consists of a mentoring handbook, resource guide, PowerPoint presentation, and all necessary training materials.

[CLICK HERE FOR MORE INFORMATION](#)



PROFESSIONAL RESPONSIBILITY AND COMMITMENT TO PROFESSIONAL DEVELOPMENT¹

Authored by Neil Hamilton, Director of the Holloran Center for Ethical Leadership in the Professions

Paragraph 7 of Model Rules Preamble urges that “a lawyer should strive to attain the highest level of skill” The Florida Professionalism Expectations urge each lawyer to continue “to enhance knowledge, skills and competence” and “embrace a commitment to serve others.” A lawyer cannot do much in terms of responsibility and service to others until he or she takes responsibility for self and continuing professional development. Recent studies indicate that our profession faces a substantial challenge in helping young attorneys grow toward ownership-over-their-own-professional-development. In fact, half or more of 1L and 2L law students are at earlier stages of self-directed learning than where they need to be to begin embracing their professional development in a meaningful way.



I. Developmental Stages of Self-Directed Learning

The concept of “self-directed learning” is critical to understand the developmental stages new lawyers go through to achieve an internalized and pro-active commitment to their own professional development. Self-directed learning has been defined as “a process by which individuals take the initiative, with or without the assistance of others, in diagnosing their learning needs, formulating learning goals, identifying the human and material resources for learning, choosing and implementing appropriate learning strategies, and evaluating the learning outcomes.”² It is widely accepted that self-directed learning promotes adult learning success in both academic and practice work.³ Table 1 shows the stages of development for ownership over professional development.

Table 1 – Stages of Self-Directed Learning⁴

	Characteristics
Dependent Stage	<ul style="list-style-type: none"> - Assumes passive role with respect to professional self-development - Lacks interest in developing competencies except minimum required by external authority - Does not generally want or seek feedback into strengths and weaknesses - May react negatively to such feedback - Depends on external authority for explicit direction and validation
Interested Stage	<ul style="list-style-type: none"> - Can see self-interest in professional self-development - May recognize weaknesses, but motivation to improve is principally externalized - Responds reasonably to questions and feedback on strengths and weaknesses - Is willing to engage mentors/coaches in goal-setting and implementation strategies - Shows some initiative and persistence to learn competencies
Involved Stage	<ul style="list-style-type: none"> - Is committed to professional self-development - Identifies strengths and weaknesses in development of competencies - Responds positively to and reflects on feedback concerning strengths and weaknesses and how to improve - Seeks insight from mentors and coaches in goal-setting and implementation - Is internalizing motivation to learn new knowledge and skills continuously - Is internalizing standard of excellence at all competencies - Shows substantial persistence in learning competencies
Self-Directed	<ul style="list-style-type: none"> - Is intrinsically motivated to professional self-development and learning new knowledge and skills over a career - Actively identifies both strengths and weaknesses in development and sets goals and creates and executes implementation plans - Proactively develops mentor and coach relationships and proactively seeks help and feedback from mentors and coaches - Reflects on feedback and responds to feedback appropriately - Knows when and how to seek help - Actively seeks challenges - Has internalized standard of excellence at all competencies

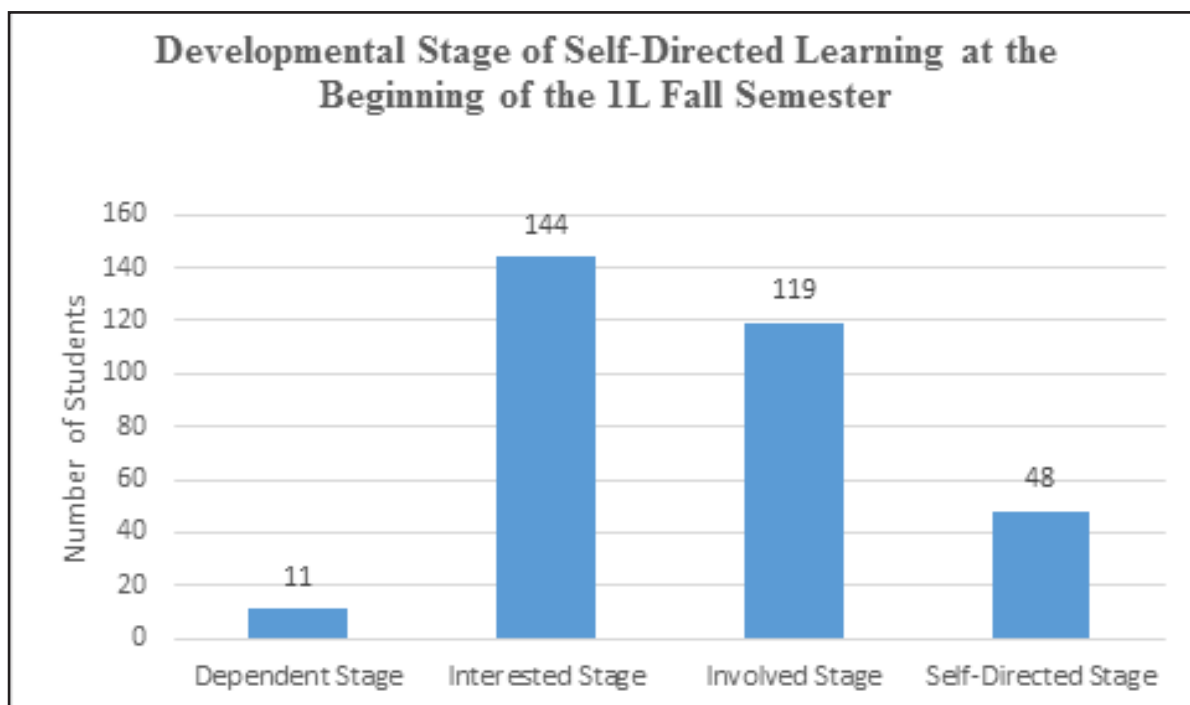
Professional Development

from previous page

Current data indicates a much higher percentage of emerging lawyers are at earlier stages of an ownership-over-your-own-professional development learning outcome than what the profession wants. It is clear these young attorneys need guidance. Table 2 below presents the self-reported self-directed learning ratings of new 1Ls from four different law schools and shows

that 48.1% of 1L students surveyed fall within the first two stages of self-directed learning. (2015 spring semester Univ. of St. Thomas (MN) Law 1L students had similar results, with 54.4% self-assessing at one of the two earlier stages and 2013 and 2014 fall semester Univ. of St. Thomas (MN) Law 2L students also had similar results with 60.3% self-assessing at one of the two earlier stages.)⁵

Table 2 – Self-Reported Ratings of 1Ls at the Beginning of Law School on Their Stage of Self-Directed Learning⁶⁷



II. Increasing the Developmental Stage of Self-Directed Learning

Mentors and coaches from the profession can play a major role as co-educators. In addition, my previously analyzed empirical research as well as a self-directed learning from the Univ. of St. Thomas (MN) Gambrell-award-winning required curriculum ROADMAP: THE LAW STUDENT'S GUIDE TO PREPARING AND IMPLEMENTING A SUCCESSFUL PLAN FOR MEANINGFUL EMPLOYMENT⁸ suggests that developing the habit of creating and implementing a written professional development plan and seeking veteran lawyer feedback on the plan should be a component of any young attorney's professional development.

Endnotes:

- 1 Parts of this article were previously published in the December, 2015 AALS Professional Responsibility Newsletter and the January NALP Bulletin.
- 2 MALCOLM KNOWLES, SELF-DIRECTED LEARNING: A GUIDE FOR LEARNERS AND TEACHERS 18 (1975).
- 3 Stephanie Boyer et al, *The Moderating Effects of the Self-Directed*

Learning Measurement Tool, 10 INT'L J. SELF-DIRECTED LEARNING 21 (No. 2, 2013).

4 Adapted from Gerald Grow, "Teaching Learners to be Self-Directed," 41 ADULT EDUC. QUARTERLY 125, 129 (No. 3, 1991). See Neil Hamilton, *A Professional Formation/Professionalism Challenge: Many Students Need Help With Self-Directed Learning*, 27 REGENT L.REV. 227, 231 (2015).

5 See Neil Hamilton, *Professional Formation with Emerging Adult Law Students in the 21-29 Age Group*, J. OF THE PROF. LAWYER (2015)(available at <http://ssrn.com/abstract=2645448>).

6 Professors in required 1L courses at four law schools (including one large law school in the West, one medium-size law schools in the South and one in the Far West, and one small law school in the Southeast) participated in this survey with their students. The response rate was very high.

7 There is a self-report bias in this type of research because, "in general, research participants want to respond in a way that makes them look as good as possible." They want to respond in ways they consider "socially desirable." Assuming some social desirability bias here, these data understate the true proportion of students at earlier stages of development on self-directed learning.

8 The ROADMAP is published by ABA Books (2015) and received a Gambrell Award in 2015. See Hamilton, *supra* note 5, at page 13; See Neil Hamilton et al, *Empirical Evidence that Legal Education Can Foster Student Professionalism/Professional Formation to Become an Effective Lawyer*, 10 U. ST. THOMAS L.J. 11, 28-29 (2012).

TAKE TIME¹ TO KEEP YOUR PROFESSIONAL IDENTITY IN CHECK

by Phyllis Williams Kotey, Clinical Professor of Law, Senior Judge, Florida International University College of Law, Miami, FL

The Florida International University College of Law Center for Professionalism and Ethics has a mission to enhance public confidence and faith in the legal profession and the judiciary by educating and training law students to become ethical members of the Bar who practice with the highest level of integrity and professionalism. An integral part of this mission is to assist law students in building a professional identity that will be enhanced throughout participation in the legal profession. Professional identity speaks volumes about a law student, a lawyer or a judge and underscores the importance of professionalism and ethics. Therefore, it is of utmost importance that we take TIME to cultivate a professional identity.

Martin Katz, Dean of the University of Colorado Strum School of Law recently wrote an article about teaching professional identity in law school. He defined professional identity as:

The way a lawyer understands his or her role relative to all of the stakeholders in the legal system, including clients, courts, opposing parties and counsel, the firm, and even the legal system itself (or society as a whole).²

This broad definition clearly delineates a role, not only for law schools to teach law students about professional identity, but also for lawyers and judges to engage in mindful self-reflection about their roles, relative to all stakeholders in the legal system.

When I use the term "TIME," I am referring to a four step method of self-reflection that I require my legal externship students to utilize when they observe or encounter incivility or unprofessional or unethical conduct. **Step 1:** Take a moment to reflect upon the incivility or unprofessional conduct to ensure that you did not, even inadvertently, contribute to its cause; **Step 2:** Imagine or visualize how



civility and professionalism could have or should have been exhibited; **Step 3:** Model a response that adheres to the spirit and letter of the appropriate code of professionalism; and **Step 4:** Evaluate the need "to take appropriate action" to prevent a future occurrence. This mindful practice can not only act to self-monitor the law student, but can also provide an example for model behavior and avoid escalation of the conduct.

For example, a certified legal intern (CLI) recently journaled about an encounter with opposing counsel outside the courtroom.

The CLI reported that the attorney rudely yelled at her insisting the CLI commit to an action she had no legal authority as a CLI to undertake. When the CLI tried to explain that, as a CLI, she was not authorized to act, opposing counsel called her an expletive and walked away. Astonished and embarrassed by the attention the scene caused, the CLI walked into the courtroom to speak with her supervising attorney. Later the opposing counsel returned and apologized for her behavior. Again, this blatant unprofessionalism likely could have been avoided had opposing counsel taken TIME.

Outside the legal academy, professional identity has been characterized as more than professionalism and ethics, and is defined as "one's professional self-concept based on attributes, beliefs, values, motives, and experiences."³ If, as a law student, you learn to critically examine attributes, values, motives and experiences within an ethical framework, self-reflection will allow for a meaningful opportunity for civility and professionalism to be enhanced. Armed with this kind of self-reflection, a practicing lawyer can act with civility and uphold the ideals of ethics and professionalism in the face of behavior that falls short.

As a judge, I recently encountered a prosecutor who announced he was "ready for trial," and even participated in almost a full day of jury selection, exercising cause and peremptory challenges. However, after I asked counsel to call the first witness following opening statements by both the prosecutor and the defense, that same prosecutor announced a *nolle prosequi* without even attempting to look for his witness. When I asked counsel how he could knowingly announce he was ready for trial without a witness, he announced, "You never asked me if I had my witnesses." When I tried to engage counsel in conversation about his actions and attempted to have counsel reflect on his professional identity,

continued...



Take Time

from previous page

he showed no interest or concern. It came as little surprise that this same attorney faced bar disciplinary action less than two years later.

Professional identity is not a stable entity; it is complex, personal, and shaped by contextual factors.⁴ Hence, it is necessary to cultivate this identity with mindful self-reflection. We cannot simply go

through the motions of being an attorney without taking TIME or we may very well find ourselves crossing the line between advocacy into incivility. It is my hope to enrich mindful practice of self-reflection around construction and cultivation of personal identity which can enhance the overall level of civility in the legal profession.

Endnotes:

1 TIME is an acronym I use for teaching my law students to think critically about professionalism and

ethical issues they encounter during an externship placement.

2 Katz, M., Teaching Professional Identity in Law School <http://www.law.du.edu/documents/dean/TeachingProfessionalIdentity.pdf>

3 Slay, Holly S., and Delmonize A. Smith, Professional Identity Construction: Using Narrative to Understand the Negotiation of Professional and Stigmatized Cultural Identities, *Human Relations* 64.1 (2011): 85-107.

4 Thornton, Courtney H. Sociology of Higher Education: Contributions and Their Contexts (review), *The Review of Higher Education*, 31.3 (2008): 373-374.



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Mindfulness: A Building Block of Professionalism

PRESENTED BY THE FLORIDA BAR'S HENRY LATIMER CENTER FOR PROFESSIONALISM AND THE STANDING COMMITTEE ON PROFESSIONALISM



Balancing Life and Law

Spring semester was a busy one for the Center, SCOP, and the Law Student's Division of the YLD who worked together to bring a program to each of the schools focused on professional identity formation and the challenges of balancing life and law. The program entitled "Balancing Life and Law" paired veteran lawyers with students for discussion on topics such as work hours, healthy boundaries, proper use of technology, finding your values, and the discovery of the true definition of success. Programs such as these encourage student's movement into higher stages of self-directed learning and allow students to foster a potential mentoring connection with a veteran lawyer. The

program is one of the many ways the Center, SCOP, and the YLD work together to foster and promote professionalism in young lawyers throughout Florida.

The Center would like to thank SCOP members, as well as Lauren Baio, the Statewide Professionalism Chair for the LSD, for their hard work in helping to put these programs together. In addition, the Center would like to thank each of the panelists who volunteered their time in such a meaningful way.



Images of the "Balancing Life and Law" program from several law schools in Florida, which include FIU, St. Thomas, Stetson, Thomas M. Cooley, and Miami.

SELECTED RECENT PUBLICATIONS AND DECISIONS

PUBLICATIONS

Scott B. Garner, Civility Among Lawyers: Nice Guys Don't Have to Finish Last, Orange County Law., March 2016, 47

Debra Moss Curtis, The Codification of Professionalism: Can You Sanction Lawyers into Being Nice?, 40 J. Legal Prof. 49 (2015)

Todd G. Friedland, Choose Civility, Please, Orange County Law., March 2016, 12

Susan Swaim Daicoff, Lawyer, Form Thyself: Professional Identity Formation Strategies in Legal Education Through "Soft Skills" Training, Ethics, and Experiential Courses, 27 Regent U. L. Rev. 205 (2015)

Christine Cerniglia Brown, Professional Identity Formation: Working Backwards to Move the Profession Forward, 61 Loy. L. Rev. 313 (2015)



DECISIONS

Bank of New York Mellon v. Clark, 183 So. 3d 1271, 1272 (Fla. 1st DCA 2016).^{*} While reversing a trial court's order dismissing the action for discovery abuses due to the lack of sufficient written findings, Judge Thomas in a concurring opinion warned "[W]e ... do not countenance actions in which litigants disregard discovery deadlines, file meaningless objections, insert boilerplate responses... [discovery] abuses are ... abuses that violate citizens' proper expectation that the judiciary will ensure that cases are timely resolved."

Leicester Trust v. Fed. Nat. Mortgage Association, 184 So. 3d 1187 (Fla. 2d DCA 2015).^{*} After reversing an order finding that proper notice had not been given, the Court stated in a footnote: "Frankly, based on these undisputed facts, we are somewhat surprised that counsel for Fannie Mae did not simply stipulate to the entry of a new order ... this would have been the professional and civil thing to do."

Houston v. McKnought-Smith, 180 So. 3d 233 (Fla. 4th DCA 2015).^{*} Court chastised two attorneys for litigating and ultimately appealing the failure of one attorney to remove the other from the service list stating in a footnote: "it appears that professionalism has eluded these attorneys, burdening both the trial court and this court."

^{*}As reported by *sunEthics*, a website that digests cases and articles regarding professionalism, legal ethics, judicial ethics in Florida and nationally, at <http://www.sunethics.com/>. *SunEthics* is maintained by Associate Dean of Academic Affairs and Professor of Law at Belmont University College of Law in Nashville, Timothy P. Chinaris, a member of The Florida Bar Standing Committee on Professionalism.



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Words to the Wise

"Life isn't about finding yourself. Life is about creating yourself."

-Unknown

"The only person you are destined to become is the person you decide to be."

-Ralph Waldo Emerson

"Your personal boundaries protect the inner core of your identity and your right choices."

-Gerard Manly Hopkins